

Message Text

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ACTION IO-13

INFO OCT-01 EUR-12 ISO-00 AF-08 ARA-06 EA-07 NEA-10 EB-07

AID-05 COME-00 STR-04 LAB-04 SIL-01 XMB-02 TRSE-00

PER-01 CIAE-00 DODE-00 PM-04 H-02 INR-07 L-03 NSAE-00

NSC-05 PA-01 PRS-01 SP-02 SS-15 USIA-06 DIWY-01 /128 W

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TO SECSTATE WASHDC 9518

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VIENNA FOR UNIDO

E.O. 11652: N/A

TAGS: AORG APER UN

SUBJECT: WINSPEARE VIEWS ON G-LEVEL SALARIES AND STRIKES

SUMMARY: IN CALL ON WINSPEARE BY ASSISTANT SECRETARY LEWIS APRIL 23 WINSPEARE EXPLAINED SETTLEMENT OF G-LEVEL SALARY DISPUTE AND CRITICIZED SYSTEM AND METHODOLOGY WHICH HAD PRECIPITATED IT. HE EXPRESSED HOPE THAT POSITIVE CONSEQUENCES OF VERY COSTLY SETTLEMENT WHICH HAD RESULTED MIGHT BE ESTABLISHMENT OF NEW SYSTEM AND METHODOLOGY AND NEW DOCTRINE ON QUESTION OF STRIKE. END SUMMARY.

1. WINSPEARE CONCEDED TO ASSISTANT SECRETARY LEWIS, WHO CALLED ON HIM APRIL 23, THAT SETTLEMENT OF G-LEVEL SALARY CONTROVERSY WAS VERY COSTLY, ESTIMATING THAT 12.8 PERCENT OVERALL SETTLEMENT WOULD AMOUNT TO ABOUT DOLLARS 10 MILLION FOR UNOG ALONG IN 1976-77 FINANCIAL

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PERIOD. HE BLAMED PROBLEM ON FAULTY SYSTEM WHICH HAS

BEEN ESTABLISHED FOR ARRIVING AT ADJUSTMENTS IN G-LEVEL SALARIES AND ALLOWANCES.

2. WINSPEARE EXPRESSED HOPE THAT ONE POSITIVE CONSEQUENCE OF GENEVA DISPUTE MIGHT BE TO PRECIPITATE EXTENSIVE REVISION IN SYSTEM AND METHODOLOGY FOR ADJUSTING G-LEVEL SALARIES, AND HE LOOKED TO GOVERNMENTS TO BRING THIS ABOUT. HE ENVISAGED THAT GOVERNMENTS MIGHT ASSIGN RESPONSIBILITY TO GENERAL ASSEMBLY FOR APPROVING G-LEVEL SALARIES AND ALLOWANCES, AND THAT GENERAL ASSEMBLY IN TURN COULD ASSIGN FUNCTION TO ICSC. HE SAID HE PERSONALLY WOULD FIND THIS A DESIRABLE ARRANGEMENT, AND BELIEVED ICSC WOULD BE CAPABLE OF ESTABLISHING GUIDELINES EFFECTIVELY. WINSPEARE CAUTIONED STRONGLY AGAINST USE OF ACABQ FOR THIS PURPOSE, TERMING THIS A DANGEROUS ALTERNATIVE. HE THOUGHT THAT ICSC, ON OTHER HAND, COULD SEE TO IT AHT PROPER SURVEYS ARE MADE, ADDIING PARENTHETICALLY THAT RESPONSIBILITY FOR SURVEYS SHOULD NOT AGAIN BE PLACED IN HANDS OF SMALL PRIVATE ORGANIZATION LIKE BATTELLE INSTITUTE.

3. WINSPEARE RECOUNTED AT LENGTH PROBLEMS HE HAD FACED IN HANDLING DISPUTE (AUTHORITY DELEGATED TO OTHER CHIEF ADMINISTRATORS IN UNOG, DIFFICULTY OF MAINTAINING COMMON FRONT AMONG ALL GENEVA ADMINISTRATIONS, NEED OF STAFF ASSOCIATION TO MEET CHALLENGE OF MORE RADICAL STAFF UNION) AND, FINALLY, PLACED BREATEST BLAME ON FACT HE HAD HAD TO LIVE WITH AN ESTABLISHED AND FAOULY SYSTEM AND METHODOLOGY FOR ADJUSTING G-LEVEL SALAREIES. HE REITERATED THOUGHT HAT GOOD YET MIGHT COME OUT OF THIS EXPERIENCE IF IT FORCES ESTABLISHMENT OF NEW SYSTEM AND METHODOLOGY, AND ADDED THAT FURTHER GOOD WOULD BE ACHIEVED IF IT LEADS ALSO TO STEPS BEING TAKEN TO ELIMINATE SITUATION OF "ANARCHY" WHICH PREVAILED HERE (REFERENCE APPARENTLY TO RADICALIZATION BY STAFF UNION).

4. ASSISTANT SECRETARY LEWIS TOLD WINSPEARE THAT THIS SALARY SETTLEMENT TOGETHER WITH SALARY PROBLEMS ELSEWHERE HAD LED US TO DETERMINATION THAT WE MUST PUSH LIMITED OFFICIAL USE

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FOR THROUGH REVIEW, AND MUST ASK, THEREFORE, FOR MUCH FACTUAL ACCOUNTING TO ENABLE US TO BE PROFICIENT IN DOING SO. WINSPEARE SEEMED TO WELCOME THROUGH REVIEW AND WAS RECEPTIVE TO PROVIDING MATERIAL TO US.

5. TURNING TO QUESTION OF RIGHT OF INTERNATIONAL CIVIL SERVANTS TO STRIKE, WINSPEARE CONFIRMED THAT RECENT DELIBERATIONS AMONG LEGAL ADVISERS HAD BEEN HIGHLY

INCONCLUSIVE. DESPITE WAY FEBURARY-MARCH STRIKE HAD BEEN TREATED BY UNOG ADMINISTRATION (WHICH HE PARTLY DISASSOCIATED HIMSELF FROM BY EXPLAINING HE HAD ACTED UNDER INSTRUCTIONS FROM WALDHEIM), HE EXPRESSED FAIRLY HARD VIEW THAT, IF RIGHT OF EMPLOYEES TO STAY OUT IS ACCEPTED, THEN REQUIREMENT SHOULD BE LEVIED ON EMPLOYEES (A) TO GIVE NOTICE, (B) TO ALLOW FOR PERFORMANCE OF ESSENTIAL SERVICES, AND (C) TO ACQUIESCE IN "POWER OF REQUIITION" TO PERMIT WERVICES IN PUBLIC INTEREST TO BE PERFORMED. OBSERVING THAT DECISIONS ABOUT WHETHER STRIKES IN PUBLIC SECTOR ARE TO BE ALLOWED ARE ARRIVED AT NATIONALLY BY NATIONAL LEGISLATURES, HE SAID HE HAD WARNED STAFF THAT HE BELIEVED GENERAL ASSEMBLY WOULD REJECT RIGHT TO STRIKE IF QUESTION WERE PUT TO IT. (HE EXPLAINED THAT THIS WAS HIS ASSESSMENT OF WHERE SOCIALIST STATES AND AFRICANS WOULD COME OUT ON THIS.) IN ANY EVENT, WINSPEARE SAW NEED FOR ESTABLISHING "DE FACTO ARRANGEMENTS" TO GOVERN ANY FUTURE STRIKE OR THREAT OF STRIKE. HE SAID LEGAL ADVISERS HAD BEEN GIVEN UNTIL JULY TO COME UP WITH THEIR RECOMMENDATIONS. DALE

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